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Special Strike Issue

MONTCLARION

Vol. 49, No. 13

Montclair, N.J. 07043

Wed., Nov. 27, 1974

Strike Talks Stall Again

SGA Calls for Tuition Boycott

Story on Page Two

Mediator Post Causes Conflicts

By AnnKaren McLean

A four and a half hour meeting between state negotiator Frank Mason and the AFT leadership on Monday resulted in a seemingly unsolvable paradox, according to Jeffery Tener, acting director of the Public Employment Relations Commission.

Tener said that while both sides have agreed to the need of a mediator to settle the dispute, the state and the union leadership have yet to agree on the conditions under which mediation may take place.

Mason explained that the state is willing to allow mediation to take place on the condition that the strike end first. However, he continued, "we will not be ready to talk money until some time in January," and, he admitted, the "items of substance" do involve money.

"The state is somewhat inconsistent in its position," concluded Tener.

Union leader Marcoantonio Lacatena has implied that the state cannot be trusted in that it has "reneged on its agreements before." Should some agreement occur as to the conditions for mediation, both sides agreed to appoint Thomas Colosi, deputy director of the National Center for Dispute Settlement in Washington DC.

According to Dr. Robert R. Beckwith, history professor at MSC, "our only strength is in striking...it is our only pressure." Beckwith concluded that the state is "stalling...to see how long we can hold out."

When asked about the adverse affects that this "power play" might have on state college students, Lacatena initially expressed his concern for students, but when pressed on the issue, the union leader retorted:

"Goddammit, why should I be the one to give a damn all the time? Why doesn't somebody else give a damn?"

Mason explained that the state does not want to issue an injunction to stop the strike, in that it puts employees in the "undesirable position of violating a court order." When asked about the state's concern for students, Mason said that the state will not give in to union pressure "simply because someone is being hurt."

Lacatena stated that no further discussions between himself and Mason are being planned at this time. The union leader pointed out that in one respect, students are receiving an education in spite of the strike. "You are participating in an historical event...it is a good experience...life is not 100% smooth," he said.



LAYING DOWN THE LINE: An MSC student sprawls on the road to block a truck trying to gain access to the campus. Students joined the faculty in protesting the quality of higher education.

MAOC Concert Forced to Montclair High

By Dean Brianik

Following the removal of a concert from campus last weekend, the union found itself facing student charges of "gross abuse of power" and "irresponsibility."

Leaders of the Music and Arts Organization Commission (MAOC) charged that the union went back on an agreement allowing the concert to take place on campus. Union leaders admit a change was made, but say it was done to protect union interests.

The concert by the New Symphony of New York was scheduled for Sun., Nov. 24. When the strike began, Craig Hughes president of MAOC got a written agreement from Marcoantonio Lacatena, president of the campus chapter of the New Jersey American

Federation of Teachers.

LACATENA AGREED that no picket lines would be set up during either the concert or rehearsal. Symphony members had stated they would honor picket lines if they were set up.

Hughes claimed that Lacatena backed off from the agreement because of pressures of other striking music teachers. He said that the concert was held at Montclair High School, but added that, "the weekend's actions are a firm indication of how little the union leadership cares for students."

In a telephone interview on Monday, Lacatena admitted he cancelled the agreement because one member of the music department who was to perform was not

honoring the picket line. He said he could not give this person what he termed "special privileges." He added with a chuckle, "They were lucky we didn't picket at Montclair High."

Mary Rosenstein, the advisor to MAOC, denied Lacatena's statements saying, "Three members of the music department were involved in the concert and all were honoring the picket lines."

IN A SECOND interview the following day, Lacatena admitted that he was never given the name of the professor who allegedly was not honoring the picket lines. He also conceded that he did not try to confirm the information from outside sources.

Tuition Boycott Urged

MONTCLARION

Wed., Nov. 27, 1974

Vol. 49 No. 13

Montclair, N.J. 07043

Joan Miketzuk editor-in-chief
Dia Palmieri editorial page editor

Tug-of-War

Students at the state colleges must feel like the rope in the tug-of-war as both the state and faculty vie for student sentiments.

The faculty would have the students believe that the strike will benefit them because, should the faculty win their points, they say the quality of education will increase.

Higher salaries for teachers will draw more qualified professors, they claim, who would otherwise go to private schools. However, figures show that the average salaries for faculty members at state colleges in New Jersey are higher than those at private colleges.

When they say they are arguing for smaller class size what they actually are talking about is a reduced workload for themselves.

The state, on the other hand, will do anything they can to pit the students against the faculty and on their side, the purpose being to make the strike seem ineffective with students going to their classes as usual. The theory of divide and conquer here could work wonders, they hope.

The state will say the faculty don't really care about students, but the state does not seem to be caring much either about the students, or they would have served an injunction to get classes back into operation.

They seem to care little that the students are getting ripped off the amount of tuition paid for the week and a half that the strike has consumed so far. Nor do they seem concerned that the possibilities of credit mixups and extended semesters could cause great inconvenience with more than a couple of students.

Students also are being lulled into not caring, or so it seems. Once again, we urge students not to let themselves get taken in. Go to your classes that are being held and call or write to the governor's office and the chancellor of higher education's office demanding an injunction.

Don't support the state. Don't support the faculty. Support yourself.

Next Regular Issue of the

MONTCLARION

Thurs., Dec. 5, 1974

By AnnKaren McLean

At an emergency session of the SGA, student body president Michael Messina presented a bill to the legislature urging MSC students to "refrain from paying their tuition and fees for the 1975 Spring semester" until such time that the faculty strike has ended. Messina emphasized that students should, however, honor the registration deadlines as specified by the college.

The bill, designed to insure students' rights in the wake of the AFT job action, includes a number of demands conducive to student advocacy, the most important being a list of options that will guard students against the loss of credits.

The options are: pass/fail, credit/no credit, acceptance of the grade earned up until the job action, withdrawal, incomplete, or independent study, final exam or final paper. Messina stressed the point that these are student options, not to be inhibited or impaired by any faculty member.

If a student feels he has not been afforded his chosen option, he should bring his complaint to a specially appointed grievance committee as established by the students' rights and responsibilities document of the SGA, instructed Messina.

IN REGARD to the grievance procedure, Chancellor of Higher education Ralph A. Dungan has stated that if the "action of the local college administrations" fails to alleviate "unfair retaliation" towards students as a result of the strike, students may feel free to bring their grievances to his office.

The bill also provides for the continuation of protests and demonstrations, such as the one in Trenton last Wednesday to which MSC sent 150 demonstrators. More concretely, the SGA "will support the occupancy of the Student Center for an indefinite amount of time until such time that the college, AFT and the State administration accept our demands."

SGA vice president of external affairs Leo Jacobi explained that the sit-in, scheduled to begin next Tuesday unless a settlement is reached, will prevent the physical closing of the college. Messina added that the occupation of the student center will symbolize that students are just "waiting for the education they have paid for."

Be It Enacted. . .

BILL No. 74074

BE IT ENACTED BY THE LEGISLATURE OF THE STUDENT GOVERNMENT ASSOCIATION, INCORPORATED OF MONTCLAIR STATE COLLEGE, THAT

Whereas: The present college situation has produced an inadequate educational environment, and

Whereas: The students at MSC have paid for a complete education and are entitled to receive one, and

Whereas: Under the current faculty strike the students are not receiving the education they paid for,

Be it resolved that the following demands be met immediately by the state and college administration:

1. That the current strike come to an immediate end and both the state and the AFT begin negotiations to reach a settlement.

2. Students not be held responsible for any information or educational instruction given out in class and that unreasonable demands not be made by the professor during the current strike activities.

3. Students not be forced to submit course material during the term of the strike.

4. Courses from Fall Semester '74 not be extended past December 23, 1974 and Spring Semester '75 begin on the recommended and approved date by the All College Calendar Committee.

5. Students not lose credit due to the current strike activities.

6. Students not be forced to accept a credit/no credit, pass/fail situation for the current semester and the following options be available to them at their own choice: 1) acceptance of grade up to point of job action, 2) option to withdraw, 3) option to an incomplete, 4) option of independent study, final exam, or final paper. It should be indicated that students are not limited to the above options. Other alternatives may be recommended by a grievance committee as outlined and established in the Students Rights and Responsibilities document of the SGA.

7. Students not be faced with receiving tuition reimbursements for the present semester at the expense of foregoing credit.

8. Students not be forced to, in any form, make up work for lost time caused by the job action.

9. That the SGA support student occupancy of the Student Center for an indefinite amount of time at such time that the College, AFT and State Administration accept our demands.

10. In the event that the college closes, we demand rebatement of room and other extraneous fees and students would seek reimbursements of fees for services not rendered to them, not to be limited to other financial legal recourses.

And be it further resolved that until such a time as students can be assured of receiving our education and the strike is settled that the college should be aware that more demonstration and protests for our education shall take place, continual pressure will be applied to the state to begin negotiations and the SGA shall urge all students to refrain from paying their tuition and fees for the 1975 Spring Semester, and to register for the Spring semester.

Submitted by,
Michael Messina
SGA President

*This document must be stipulated that it applies to the entire college community (both faculty holding class and out on strike).

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Pickets Down, Classes Up at MSC



LEADER: AFT president Marcoantonio Lacatena, MSC math professor, signs papers in his cluttered office. The union leader has asserted that the strike will continue until the state meets union demands for wage increases and cost of living clauses.

**By Louis Beierle
and Art Sharon**

As the faculty strike entered its second week, more than 50% of classes scheduled at MSC were being held. While the number of classes held remained stable, the number of pickets at the entrances and exits to the campus decreased as the temperature dropped.

According to Mary McKnight, director of public information, the percentage of classes held on last Monday, the first day of the strike was close to 50%.

This figure increased slightly this Monday, as 58% of scheduled classes were held.

The number of picketers on Tuesday totalled about 28, mostly teachers. This was a marked decrease from last

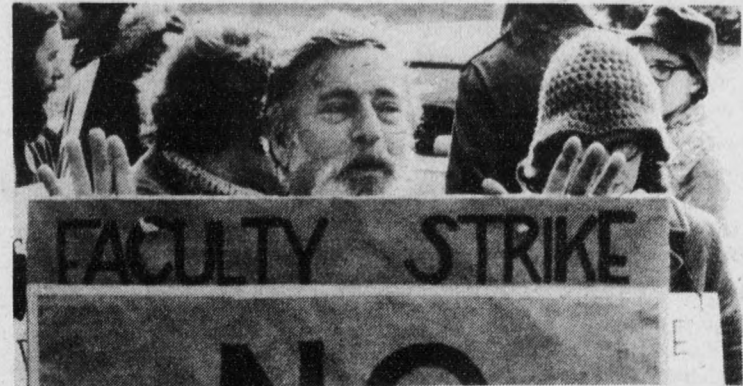
week when more than 50 picketers were on the lines.

While 58% of the classes were held this Monday, a slight drop occurred on Tuesday when only 52.3% of scheduled classes were held.

Figures were obtained from Anthony Kuolt, administrative associate to the vice-president for academic affairs.

Kuolt explained that of the 375 scheduled classes for Monday morning, 219 were held.

Faculty members must sign in with their departments when they come on campus. The SGA has been compiling lists of faculty who are holding class, and the phone service will also provide general strike information.



PEEPING PROF: MSC prof Ben Minor peers over his picket sign while walking the line at MSC.

Opposition Hitting Back at Strikers

By Mike Finnegan

Recent developments at certain stricken state colleges indicate that lines of opposition have sharpened between the state and the NJ Council of State College Locals.

At Ramapo State College, where the strike has been judged as 70% to 80% effective, striking members of the American Federation of Teachers (AFT) local there have issued two pamphlets condemning colleagues who have crossed the picket lines to teach classes.

The first pamphlet, "What Is Scabbing?" opposes the strike breakers for undermining the AFT fight to achieve their demands. The second, "Notorious Scabs," lists 22 teachers as "notorious scabs" for crossing the picket lines since the beginning of the strike last Monday and four teachers as "not-so-notorious" scabs who originally honored the strike but had to return to work recently for need of salary.

On Sunday the Stockton Parents Association, representing 3500 parents of Stockton State students, passed a resolution urging NJ Governor Brendan T. Byrne to reopen stalled

negotiations between the state and AFT officials.

RALPH BEAN, president of Stockton's AFT local, suggested that the parents leaned toward the side of the striking teachers, basing his claim on the wording of the resolution, which called for both sides "to negotiate" rather than for one side to capitulate.

Also, Stockton's striking faculty members sent letters to their non-striking colleagues, urging them that if they crossed the picket lines out of desire not to deprive students of an education, and to apply their salaries to a union fund for tuition scholarships. There has been no immediate response to the mailout, as the strike at Stockton remains at about 85% effective, according to AFT figures.

According to Monday's Trenton Evening Times, the strike at Trenton State College remains about 35-40% effective, according to college officials, following the college-wide meningitis scare and mass inoculations that resulted from three cases of spinal meningitis among Trenton State students.

Glassboro State students

showed a substantial turnout yesterday, according to a spokesman for the college's literary magazine Venus, to vote on how the status of student credits should be resolved. The spokesman noted that there were less teachers on picket lines, although the AFT still judges the strike there as being 85% to 90% effective. A spokesman for the Glassboro newspaper termed the situation "50-50."

Dungan: Faculty Not Concerned with Students

By Joan Miketzuk

The Chancellor of Higher Education revealed that striking faculty members are not acting in the interests of higher education or the students when he stated that the union's reopening demands did not include a reference to the interests of students or the quality of education.

In a press conference held Monday in his offices in Trenton, Ralph A. Dungan remarked, "The faculty working to get support for higher education has 'not been mentioned in negotiations' thusfar.

Waving the 21-page document of faculty demands on the wage reopening of negotiations, he asserted, "This is a straight faculty benefits document."

Mary Fairbanks, the director for public information for the state Department of Higher Education, commented that there was a mention of student/faculty ration on page 17 of the document concerning faculty sabbatical leave. "There shall be no increase in the student/faculty ratio as a result of the implementation of the sabbatical leave program at any college," she quoted.

Concerning an injunction against the striking professors, Dungan said, "That's an option that's certainly under consideration." He explained that the state is reluctant to use the injunction against public employees because such a move would be forcing the courts "to solve problems that should be solved by the executive branch."

He also stated that the

strike remains 85% to 90% effective there, according to AFT figures.

According to administration figures at Jersey City State College, the strike is about 40% effective there. Amidst rumors of harassment of students crossing the picket lines by their striking teachers, Jersey City State SGA president Allen Adler has called an emergency executive board meeting for today.

decisions of credits student will be made by the individual institutions, but added that presidents of the respective state colleges are meeting to insure that "decisions be made in a uniform way."

When asked to comment on the possibility that the state Governor Brendan T. Byrne could have created the crisis in conjunction with the AFT to help push his tax income tax package through the legislature, Dungan quipped, "This administration does not operate that cleverly."

In a memo sent to the trustees of the state colleges, Dungan noted that compared with faculty salaries in private New Jersey colleges, the state colleges salaries were higher in all brackets except for full professor status at Princeton University.

SGA Phone Service

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Friday 7:30 am to 3 pm

Sunday 5 pm to 9:30 pm

For Duration of Strike

Walk-Out Strikes Note of Paradox

By Robert J. Braun
Reprinted from
Sunday Star Ledger, Nov. 24

The walkout by faculty members at New Jersey's eight state colleges has produced a number of contradictions and paradoxes which have even the most analytic minds in the higher education community confused.

Why, for example, should a substantial number of students join the strike with the rationale that the walkout will help prevent tuitions from increasing — when it's not likely that a large wage settlement with the faculty will do anything but ensure higher tuitions?

Why should union negotiators denounce the Public Employment Relations Commission as "meaningless" — when the public employe unions of the state fought so hard to strengthen PERC?

Why do faculty members who make upwards of \$20,000 join a strike when the primary issue is wages?

Why has State Higher Education Chancellor Ralph A. Dungan, by position and sentiment the strongest advocate of state colleges, taken the position that perhaps it's time to look beyond higher education to other needs of the state?

Finally, why should the union have struck last week — when the bargaining deadline is Feb. 1, 1975?

The answers aren't easy and, in the final analysis, some of the contradictions are the products of misinformation, emotionalism or patent propaganda.

Take the student position, for example. At William Paterson College

in Wayne, more students manned the picket lines than did faculty members. They were more militant than the instructors — and more likely to give their fellow students a "hassle" when the latter tried to cross the picket lines.

"Don't you understand if you go in there," one student picket shouted into the car of a schoolmate, "you're guaranteeing higher tuition for all of us."

A leaflet passed out by students at William Paterson linked the faculty strike with the student opposition to increased tuition and insisted that classes be boycotted to insure higher salaries and lower fees.

directly to tuition, so that, as costs rise, so would the tuition rate. Faculty salaries make up about 60 to 70 per cent of the higher education budget.

There is, of course, a benefit to be derived from low tuitions. But it is a benefit which has its costs; obviously the larger the subsidy to higher education, the lower the subsidy to some other state service.

In any event, this is clear: If the faculty members win their wage demands, it may not mean an immediate increase in tuitions, but it certainly won't guarantee tuition stabilization. It's likely to go the other way 'round ultimately.

issue ever come to a head. Nowhere in the United States — at no time in the brief history of collective bargaining among American colleges and universities — has a union struck to lower tuitions.

Indeed, if tuitions are tied to costs, it would be against the best economic interests of faculty members to strike — and lose pay — in order to guarantee that the fund from which subsequent pay raises are drawn would be kept at a minimal level. Economic interests among persons with families have been known to be paramount to political considerations concerning deals with students.

But romanticism is not yet dead on college campuses. If the students believe they can join with the faculty to bring down, as one flyer put it, the "imperialist" Byrne Administration, they should have the right to maintain that belief.

The question of union opposition to PERC intervention is a more difficult phenomenon to penetrate. During the spring, public employe unions fought vigorously in the Legislature for a strengthening of PERC. The commission was praised to the highest — it was to be the salvation of public employment bargaining.

The commission, of course, has played a role in the state-faculty dispute. Its professional staff, headed by Acting Executive Director Jeff Tener, has probably done more to bring the walkout to an end than any state agency.

Yet union negotiators condemned its procedures as "meaningless" and charged PERC could not play a mediating role because, since it was a state agency, it would be biased in favor of the state.

Furthermore, neither side called for PERC intervention during the negotiations before the strike was called. The commission has regulations by which, if an impasse is reached, PERC can be called in to mediate or provide fact-finding. The union's position was that the state would not bargain in good faith — therefore an impasse had been reached and a mediator could be called in. Yet the union would not call in PERC. Why not?

Marcoantonio Lacatena, president of the striking Council of New Jersey State College Locals, first charged that the state refused to permit PERC's intervention. Tener denied this — and he has absolutely no

interest in equivocating. Then Robert Bates, the negotiator from the council's parent American Federation of Teachers, AFL-CIO, said he believed PERC intervention was meaningless when the state refused to negotiate.

This assumes, of course, that the state refused to negotiate, that, even if it did, it would continue to refuse despite PERC mediation and finally, that the very agency the public employe unions fought so hard to create was viewed by those same unions as meaningless for the very purposes it was created to serve.

Those are difficult assumptions to swallow, especially the last. It is easier to understand that the union's overall strategy was to keep PERC out, for whatever tactical advantage the union could make of it. That, of course, raises serious questions about just how meaningful were all those glowing statements about PERC during the legislative battle over its strengthening last spring.

If PERC is to be used simply as a pawn in the negotiations game, why was it elevated to a position paramount to that of the commissioner of education in resolving educational disputes by the recent PERC legislative amendments?

Now, the question of salaries. By most standards, faculty salaries are not intolerable. A full professor, working 18 contract hours per week and six hours per week in the summer, can, after eight years, make more than \$30,000 a year.

A good state college faculty member, and most are, no doubt, good teachers, works hard for his money. But it is by no means physically taxing — like construction work — or dangerous — like service with police, firemen or prison guards. The environment is pleasant, unlike the environment faced by many social service workers and teachers, and the persons serviced — students — provide few emotional headaches. The work is not routine, as is the work faced by many, say, toll collectors, and it carries with it considerable job security once tenure is attained.

But there is much uneasiness and tension on campus. Feelings expressed by some faculty members reflect a fear that the future is grim. Indeed, it may be. Within the next few years, enrollments can be expected to take a tail spin. Higher education, like public education itself, no longer will subside simply on the basis of growth.

News Analysis

At first blush, it would seem that higher faculty salaries would mean higher tuitions — and in a general sense, that's true. State college tuition payments are not kept by the state colleges, but rather are turned over to the general state funds from which are appropriated the monies to pay for the operation of the state colleges.

There is no direct link between state college tuitions and faculty salaries, not yet anyway. But there is a link between costs and income. Faculty salaries are a cost item; tuition is an income item. Ultimately, there is a nexus between the two: it's not likely that the costs of higher education can continue to increase at a 15 per cent annual rate while tuition remains stable.

Indeed, the State Department of Higher Education is studying a plan under which costs would be linked

While the student opposition to increased tuition has no rational economic relation to increased faculty salaries, some students see a political connection. One student at Montclair State put it this way:

"The way we figure it, the state will be asking for a tuition increase soon. The students will oppose it — and we won't be able to stand alone. We'll need the faculty. If we help the faculty now, they will help us oppose tuition."

One student flyer passed out during the strike insisted that the only way to ensure faculty support for lower tuition is to "unite students and teachers throughout the strike in order to provide effective support for our (student) demands."

This particular view is based on a very tenuous assumption — namely that the faculty union will strike in support of lower tuitions, should that

CLASS ELECTIONS

Senior, Junior, Sophomore Freshman Class Officers and Freshman SGA Reps

Petitions Available SGA Office
Due Fri., Dec. 6
Elections Dec. 11 and 12

More information available at SGA office, fourth floor Student Center

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